

CELEBRATING
25 YEARS
OF DEDICATED
SERVICE TO
OVERSEAS
FILIPINO
WORKERS,
THE WORLD'S
NUMBER ONE!

POEA BLAS F. OPLE BLDG.

PATRIAL OVERSEAS EMPLOYMENT ADMINISTRATION

2007
ANNUAL
REPORT



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HIGHLIGHTS

Deployed OFWs Reached 1 M
10,835 up

1.0%

More High-Value Jobs
12,487 up

6.7%

Remittances Hit US\$14.4B
10,835 up

13.2%

Registration of Workers
18,237 over target

75.0%

Licensing of New Agencies
67 down

44.0%

More PEOS Conducted
176 up

48.0%

Adjudication Cases
3,087 cases resolved

95.7%

Voluntary Conciliation
2,905 cases resolved

95.7%

**Message from the Chairperson of
the POEA Governing Board**



SECRETARY ARTURO D. BRION

Congratulations to the POEA on its 25th Anniversary.

Indeed, you have gone a long way since your creation in 1982 as the manager of the overseas employment program.

From an agency that facilitated a thousand overseas jobs for Filipinos in the early 80's, the POEA has grown into an agency that has made a difference in the lives of millions of Filipinos. Deploying a million Filipinos annually for various jobs in countries all over the world, it has continued to be a top earner for the government. In 2007, it generated income that was almost double its budget for the year.

I congratulate the POEA for its major achievements in 2007. Once again, it surpassed its target of one million jobs with more foreign employers registering more manpower requirements. But, true to its mandate, the POEA showed equal concern with the welfare of overseas workers. A number of policy reforms were put to test during the year whose results created positive impact on the primary beneficiaries.

As you embark on your 26th year, I urge you to continue with the momentum of searching and generating high value jobs in international labor markets for Filipinos who take the option to seek employment outside the country. Strive to open new markets through bilateral agreements that we have successfully started in 2007. Be vigilant and monitor the implementation of these agreements to ensure that the parties adhere to the responsibilities stated in the agreement for the welfare and benefit of our overseas Filipino workers. Make every effort to intensify the government's campaign against illegal recruitment and human trafficking, particularly in the regions, to turn every local government illegal-recruitment free. Carry on with your zero-backlog program on adjudication cases so as not to delay the dispensation of justice. Lastly, continue enhancing your e-Services Delivery program to keep pace with global technology and bring to every Filipino across the globe your fast and efficient services.

With the strong women and men behind the POEA, I have no doubt that it will soar to the highest mark in the coming years. As you continue your march to global excellence, keep serving our overseas Filipino workers as true public servants.



“... I urge you to continue with the momentum of searching and generating high value jobs in international labor markets for Filipinos who take the option to seek employment outside the country ...”

The Administrator's Report

ADMINISTRATOR ROSALINDA DIMAPILIS-BALDOZ

"... we are also proud of the quality of jobs that are made available to OFWs."

Year 2007 was very special for us at POEA; it marked our 25th year of dedicated service to the world's number one worker, the Overseas Filipino Workers.

Despite the numerous threats and challenges posed by the global environment to international migration, the POEA remained resilient and proceeded to implement its work programs in consonance to the *2005-2010 Medium-Term Philippine Development Plan*. In spite of a small budget of P242.7 million, it successfully delivered a host of accomplishments through continual process improvement, prudent fiscal management and effective human resource management.

In the area of Employment Facilitation, the POEA is proud of three (3) significant achievements. *First*, we deployed again more than one million OFWs or to be exact *1,077,623*. Thus, the Philippines maintained its stature as a top labor-deploying country in the region. The new breaking record is translated to a daily average of 2,952 workers leaving the country for jobs overseas.

The deployment of more than one million OFWs was due to new markets that opened up in Canada, United Arab Emirates, Azerbaijan and Taiwan. With the Secretary of Labor at the helm, we dispatched marketing missions to expand employment opportunities for Filipinos in these countries, as well as promote the welfare of those already employed in traditional and existing labor markets.

Another factor was the continued confidence of the world's ship manning principals and landbased foreign employers with the skills and competence of our Filipino seafarers.

Second, we are also proud of the quality of jobs that are made available to OFWs. The number of professionals and skilled workers such as nurses, IT workers, production technicians, mechanical and electrical engineers,

The immediate impact of increase in deployment of OFWs was in the amount of remittances received in the country. The total remittance from Overseas Filipinos registered at US\$14.4 billion . . .

registered a 75% share of the total deployment of new hires. This reflected an upward trend in the deployment of professionals and skilled workers over the past year when the percentage share of our professionals to total deployment was only 62%. On the other hand, the number of newly hired household service workers was cut down by 56.6% and the volume of laborers/helpers involved in construction industries decreased by 32%.

The immediate impact of increase in deployment of OFWs was in the amount of remittances received in the country. The total remittance from Overseas Filipinos registered at US\$14.4 billion was a sizeable 13.2% increase from US\$12.7 billion in 2006. The Philippines was ranked 4th among developing countries in terms of global remittances flow next to India, China, and Mexico.

Third, we narrowed the gap between the number of deployed women and men OFWs. The percentage share of women workers to total deployment of new hires declined to 46.6% from 59.8% in 2006. There were more men OFWs that were deployed in 2007. This narrowing gap in gender figures

was due to efforts of government to provide safe and more secure employment opportunities to vulnerable sectors through the strict implementation of the HSW Reform Package for those in household service and entertainment sector which was dominated by women.

In the field of Worker's Protection, the POEA Governing Board under the leadership of Secretary Arturo Brion passed nine (9) landmark resolutions that addressed critical concerns in overseas employment and the protection of OFWs. One of the highlights was the incentive program for the Victims and Witnesses of Illegal Recruitment where qualified victims and witnesses will receive free legal, financial, welfare and training assistance. This program intends to reduce the percentage of dismissal of illegal recruitment cases and to increase criminal information being filed in the proper courts.

Our aggressive campaign on Anti-Illegal Recruitment has focused on the education at the countryside where many Filipinos are vulnerable to the scams of illegal recruiters. About 66% of our Pre-Employment Orientation Seminar (PEOS) were held in the regions and the remaining 34% were conducted in Metro Manila. As a manifestation of support to our campaign for "Illegal Recruitment-Free" Local Government Units (LGUs), twenty-two LGUs forged Memoranda of Understanding with POEA on the regular implementation of PEOS with Anti-illegal Recruitment components.

The POEA's strong partnership with NBI and PNP-CIDG resulted to the arrest of 26 suspected illegal recruiters, closure of nine establishments confirmed to be engaged in illegal recruitment and filing of 301 cases for preliminary investigation.

In the field of Industry Regulation and Management, the POEA maintained its aggressive stance on the "Hard-to-Enter, Easy-to-Go" policy during the

“The POEA remained one of the top revenue earners for the government.”

year which resulted to a 44% decline in the number of new licenses issued to agencies.

The year also saw more agencies complying with POEA's rules and regulations on capitalization and escrow and/or bond requirements. Due to our strict implementation of monitoring and inspection of agencies, there was a 29% decrease in the number of agencies suspended due to failure to replenish garnished escrow deposits. There was also a sharp 90% decline in the volume of agencies suspended due to failure to increase capitalization to Two Million Pesos.

Voluntary conciliation efforts of POEA have helped unclog the docket system as we posted a disposition rate of 95.5% in all cases handled. The amount settled through this preferred mode of settlement reached P51.9 million, US\$46,327.00 and KH\$3,800.00 benefiting 2,035 workers. On compulsory arbitration, we disposed a total of 3,145, recruitment violation and disciplinary action cases, representing a 91% accomplishment of the annual target of 3,400.

Our Repatriation Program registered a remarkable achievement with a recorded compliance rate of 92.4% of agencies who were notified to

repatriate stranded and distressed workers. The POEA, in cooperation with licensed agencies, was able to help OWWA save a sizeable sum of P64.9 million in repatriation costs.

In the area of Internal Management and Support Services, we are proud of the recertification of our *Quality Management System* under ISO 9001:2000 by the Certification International Philippines. Improved process cycle time for various processes and transaction were observed, at the same time, core competencies of various offices were developed.

The POEA remained one of the top revenue earners for the government as it generated an income of P408.4 million, almost double its budget of P242.7 million.

We are also proud of the performance of our regional offices as they increasingly contribute to the achievements of the Agency. They made significant progress in reaching out to more aspiring OFWs via PEOS and have increased their share in processing contracts and collecting fees, using on-line connectivity between POEA regional centers and the central office database system.

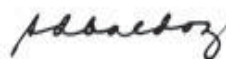
Likewise, the POEA *e-Services* continued to gain new ground as it is being implemented in various countries and used by more than 75% of our accredited licensed agencies contributing to 95% of landbased contracts processed and 50% of seabased contracts processed, respectively. Landbased and Seabased Processing Centers' process cycle time of 5 minutes per contract, along with e-Receipts that integrate the OWWA and PHILHEALTH membership collections, had redounded to tremendous savings in terms of money and time for licensed agencies and the workers already hired by foreign employers. The POEA website recorded more than 2.5 million visits and almost 1.5 million clients were

assisted thru SMS, phone calls and personal follow-up. Our OFW *One-Stop Processing Center* continued to provide fast and easy convenient services. More than 1.7 million documents were released through this center which is translated to an average of almost five thousand daily.

To mark the Silver Anniversary celebration of POEA by colorful and memorable events, we had a complete make-over of the Blas F. Ople Bldg giving it more impressive look as landmark along EDSA and Ortigas avenue. Secondly, the Patricia A. Sto. Tomas Hall was inaugurated to serve as a venue for conferences and seminars on migration and development issues. We also had photo exhibit of the milestones of POEA for the past 25 years and a dance party for officers and employees that also honored the pioneers of the institution. The culmination of our celebration was the award given by the International Organization for Migration to POEA as a model in migration management.

The succeeding pages will give the reader the complete picture of performance of POEA during the 12 months the preceding year. All told, we are confident that we can do better next year as we pledge to fulfill our commitments on POEA major program thrusts for 2008.

Congratulations to the men and women of POEA community. Keep up the good work. Let us continue to march towards excellence in governance for world-class Filipino migrant workers. God bless us all!





Overseas Employment Facilitation Services

The total number of Filipinos who left on temporary contacts in 2007 once again breached the 1-M target . . .

Deployment Figure Breached 1-M Target Anew

The campaign of the POEA for quality jobs for Filipino workers bore fruits as the total number of Filipinos who left on temporary contracts in 2007 once again breached the 1-M target, surpassing the 2006 performance by 1 per cent. The year in review posted a deployment figure of 1,077,623 compared to 1,062,567 who left in 2006. Landbased workers accounted for 811,070, while seafarers numbered to 263,662.

The total number of documented OFWs whose employment contracts were processed by POEA hit 1,208,220. This was slightly lower than the 1,221,417 posted in 2006. The deployment rate of OFWs stood at 89 per cent during the period in review.

The increase in the number of workers deployed was attributed to the strong performance of landbased re-hires whose number expanded by 8.4 per cent to 497,819 from 459,285 in 2006.

Deployment of Overseas Filipino Workers, 2006-2007

	2006	2007
Landbased	788,070	811,070
New Hires	317,680	313,250
Rehires	459,285	497,810
Seabased	274,497	266,553
Total	1,062,567	1,077,623
Daily Deployment Average	2,903	2,952

*Preliminary, updated as of January 4, 2008

The volume of landbased new hires, on the other hand, decreased from 317,680 to 313,260, posting a decline of 1.4 per cent. The decrease was due to several factors such as, the deployment ban imposed on some host countries like Lebanon, Nigeria, Afghanistan and Iraq; the implementation of the package of policy reforms for Household Service Workers (HSWs); the restrictive immigration policies and requirements imposed by some host countries on the entry of foreign workers; and longer visa processing time.

On the deployment of seafarers, a decline of four per cent was noted in the volume deployed, from 274,497 in 2006 to 266,553 in 2007. The drop was attributed to the declining competence of ratings; delays in visa issuance; the alleged adjudication system in the Philippines on legal claims against foreign principals; use of multiple manning agents from different source countries by foreign principals; and the increasing competition from other Asian and Eastern European seafarers-sending countries.

Deployment of Newly Hired OFWs by Skills Category

SKILL CATEGORY	Female	Male	Total
Professional and Technical Workers	20,988	21,443	42,431
Administrative & Managerial Workers	423	713	1,136
Clerical Workers	8,878	4,782	13,660
Sales Workers	5,389	2,551	7,940
Service Workers	86,229	20,889	107,118
Agricultural Workers	79	873	952
Production Workers	20,016	101,688	121,704
For reclassification	3,547	7,066	10,613
TOTAL	145,549	160,005	305,554

p/ - Preliminary

More High Value Jobs for Filipino Workers

There were more high value jobs obtained for Filipino workers, as the volume of professionals and skilled workers led by health professionals like nurses and doctors, engineers, production workers and engineering technicians, accounted for 75 per cent or 199,267 of the total new hires. The number represented a 6.7 per cent increase from the 186,780 who left in 2006.

In contrast, the number of *new hires* among household service workers (HSWs) was cut down by more than half of those deployed in 2006. Only 39,687 HSWs left in 2007 or 56.6 per cent lower than the 91,412 who were deployed in 2006. This development was among the impact of the policy reforms on the hiring of HSWs implemented during the first quarter of 2007. In similar vein, the volume of construction laborers and helpers decreased from 5,376 in 2006 to 3,653 in 2007, registering a decline of 32 per cent.

Top 10 OFW Global Destinations, New Hires and Rehires

The *Kingdom of Saudi Arabia* remained the top country of destination of both new hires and rehires, employing a total of 237,813. The *United Arab Emirates* followed with 120,043; *Hong Kong*, 59,124; *Qatar*, 54,473; *Singapore*, 49,297; *Taiwan*, 37,128; *Kuwait*, 36,179; *Italy*, 17,818; *Brunei*, 14,257, and *Korea*, 14,532.

The Middle East remained the top destination of OFWs for the past 30 years in the region with total market share of 45.3 per cent of the total deployed new hires and rehires. Asia, on the other hand, ranked second with 20.3 per cent share during the period.

In terms of percentage growth rate year-on-year, Singapore and Qatar posted the highest increments with 73.8 percent and 73.4 percent, respectively. Brunei followed with 55 percent, United Arab Emirates, 46.3 percent and Saudi Arabia, 22.4 percent.

Saudi Arabia and UAE Top Two Destinations of New Hires

For the period, *Saudi Arabia* and *United Arab Emirates* were top two destinations of new hires, absorbing 97,496 and 44,417 Filipino workers. *Qatar* followed with 30,868; *Taiwan*, 28,434; *Hong Kong*, 22,337; *Kuwait*, 17,398; *Canada*, 8,612; *Korea*, 6,452; *United States of America*, 5,721; and *Italy*, 5,296.

Deployment of Newly Hired OFWs by World Group

WORLD GROUP	2006	2007	% Change
ASIA	76,370	73,617	-3.6%
MIDDLE EAST	214,360	203,752	-4.9%
EUROPE	6,999	12,116	73.1%
AMERICAS ^{1/}	13,876	16,707	20.4%
TRUST TERRITORIES	841	809	0.0%
AFRICA	2,576	2,548	-1.1%
OCEANIA	2,427	3,650	49.6%
OTHERS	-	2	100%
Workers with Special Clearance	231	79	-65.8%
TOTAL	317,680	313,260	-1.39%

^{1/} - Includes workers who exited thru Employment-based Immigration Scheme (EIS)

The top 10 favorite destinations of new hires accounted for 69.7 percent of the total 313,260 landbased newly hired OFWs deployed for the period.

The highest annual growth rate in new hires was registered in *Italy* with 731.4 percent from 637 to 5,296. *Canada* followed with 167.3 percent from 3,222 to 8,612; *Hong Kong*, 13.8 percent from 29,329 to 22,337; *United Arab Emirates*, 13.8 percent from 39,022 to 44,417; and *Saudi Arabia*, 7.6 percent from 90,604 to 97,496.

Top 10 Destinations of Rehires

The top 10 destinations of rehires were: *Saudi Arabia* (140,923), *United Arab Emirates* (76,240), *Singapore* (45,552), *Hong Kong* (36,832), *Qatar* (25,409), *Kuwait* (19,682), *Italy* (12,559), *Brunei* (12,142), *Taiwan* (8,702), and *United Kingdom* (8,254).

The highest annual growth rate in rehires was registered in *Singapore* with 92 percent increment from 23,729 to 45,552. *Brunei* followed with 66.3 percent from 7,301 to 12,142; *Qatar*, 52.4 percent from 16,669 to 25,409; *United Arab Emirates*, 26.7 percent from 60,190 to 76,240; and *Kuwait*, 7.4 percent from 18,327 from 19,682.

In contrast, deployment of rehires in *Hong Kong* posted a steepest decline of 52.5 percent from 77,301 to 36,832. *Italy* came in second with 49.3 percent from 24,776 to 12,559, *United Kingdom* followed with 44.9 percent from 14,982 to 8,254; and *Taiwan*, 10.3 percent from 9,696 to 8,702.

Deployment of New Hires and Rehires by World Group

WORLD GROUP	2006	2007	% Change
ASIA	222,940	218,983	-1.8%
MIDDLE EAST	462,545	487,878	5.5%
EUROPE	59,313	45,613	-23.1%
AMERICAS ^{1/}	21,976	28,019	27.5%
TRUST TERRITORIES	6,481	6,674	3.0%
AFRICA	9,450	13,126	38.9%
OCEANIA	5,126	10,691	108.6%
OTHERS	7	8	-12.5%
Workers with Special Clearance	231	79	-65.8%
LANDBASED TOTAL	788,070	811,070	2.9%
SEABASED TOTAL	274,497	266,553	-2.9%
GRAND TOTAL	1,077,623	1,062,567	1.4%

^{1/} - Includes workers who exited thru Employment-based Immigration Scheme (E29)

Top 10 Destinations of New Hires

DESTINATION	2006	2007	% Change
1. SAUDI ARABIA	90,604	97,496	7.6%
2. UNITED ARAB EMIRATES	39,022	44,417	13.8%
3. QATAR	29,126	30,868	6.0%
4. TAIWAN	29,126	28,434	-3.1%
5. HONG KONG	19,628	22,337	13.8%
6. KUWAIT	29,590	17,398	-41.2%
7. CANADA	3,222	8,61	167.3%
8. KOREA	10,575	6,452	-39.0%
9. UNITED STATES OF AMERICA	8,642	5,721	-33.8%
10. ITALY	637	5,296	731.4%
Others Destinations	57,305	46,229	19.3%
TOTAL	317,680	315,260	-1.39%

^{1/} - Includes workers who exited thru Employment-based Immigration Scheme (E29)

Top 10 Destinations of Rehires

DESTINATION	2006	2007	% Change
1. SAUDI ARABIA	132,855	140,923	6.1%
2. UNITED ARAB EMIRATES	60,190	76,240	26.7%
3. SINGAPORE	23,729	45,552	92.0%
4. HONG KONG	77,301	36,832	-52.4%
5. QATAR	16,669	25,409	52.4%
6. KUWAIT	18,327	19,682	7.4%
7. ITALY	24,776	12,142	-49.3%
8. BRUNEI	7,301	12,142	66.3%
9. TAIWAN	9,696	8,254	-10.3%
10. UNITED KINGDOM	14,982	8,254	-44.9%
Others Destinations	73,459	111,515	51.8%
TOTAL	459,285	497,810	8.4%

Ship Manning Principals Remained Upbeat

Foreign manning principals remained confident with the skills and competence of Filipino seafarers. In 2007, the number of manning principals registered/accredited rose from 869 in 2006 to 1,157 or an increase of 4.3 percent.

Top 10 Skills of Deployed Seafarers

Out of 226,900 deployed seafarers in 2007 who were profiled according to skills, about 14% or 31,818 were able seamen, 8.6% or 19,491 were oilers, 7.6% or 17,355 were ordinary seamen, 3.5% or 7,873 were second mates, and 3.4% or 7,810 were messmen.

The remaining top five skills were *chief cook* (7,778), *bosun* (7,737), *third engineer officer* (7,056), *third mate* (6,559), and *waiter/waitress* (6,388). The top 10 skills accounted for 47% of the total deployed seafarers who were profiled during the period.

More Seafarers Hired at Passenger Type Vessel

During the period, the top 10 deployed seafarers profiled according to vessels type were passenger (47,782), bulk carrier (42,357), container (31,983), tanker (25,011), oil/product tanker (14,462), general cargo (10,754), chemical tanker (7,902), tugboat (6,610), pure car carrier (5,743), and gas tanker (3,471).

In 2007, the number of seafarers who worked at passenger type vessel grew by 2.2% to 47,782 compared to 46,752 in 2006. Likewise, those working at oil/products tanker and chemical tanker posted a double-digit growth to 12% and 17.8%, respectively. Filipino seafarers who hired at tugboat also expanded by 12.5% to 6,610 from 5,875.

Bulk of Seafarers Assigned at Deck and Engineering Departments

For 2007, bulk or 85,533 Filipino seafarers were assigned at the *deck department*. Those who worked at the *engineering* section followed with 50,505. Seaman who worked at *passenger ship/liner personnel* (42,451) and *food and catering departments* (21,891) came in third and fourth, respectively.

From 39,508 in 2006, the number of seafarers who were assigned at passenger ship/liner personnel department surged by 10.2% to 42,451 in 2007. Likewise, those assigned at *seismic personnel department* jumped by 12.8% to 369 from 327.

Top 10 Flag of Registry of Seafarers

In 2007, the top 10 flag registry of seafarers were: *Panama* (51,619), *Bahamas* (29,681), *Liberia* (21,966), *Singapore* (10,308), *Marshall Island* (9,772), *United Kingdom* (8,172), *Malta* (7,513), *Cyprus* (7,052), *Netherlands* (7,017), and *Norway* (6,975).

More Job Orders for Landbased Foreign Employers Noted

Meanwhile, the number of landbased foreign principals registered/ accredited slowed down by 16 per cent to 18,792 from 22,378. Despite the downtrend, the volume of landbased manpower requests expanded by 5.7 per cent to 603,434 in 2007 from 565,682 in 2006.

Remittances Hit US\$14.4 Billion

Due to the continued strong demand for Filipino workers, particularly professionals and skilled and technical workers, and enhanced remittance services and improved delivery schemes provided by banks and other remittance agents, the total remittances hit US\$14.4 billion in 2007, surpassing the 2006 level by 13.2 per cent.

The 2007 figure was higher than the forecast level of US\$14.3 billion and accounted for about 10 per cent of the country's Gross Domestic Product.

The bulk of remittance flows came from the United States of America, Kingdom of Saudi Arabia, United Kingdom, Italy, United Arab Emirates, Canada, Japan, Singapore, and Hong Kong.

Keeping Labor Markets Alive to Expand Employment Opportunities

The POEA dispatched government-initiated marketing missions to Taiwan, United Arab Emirates, Azerbaijan, and Canada to expand employment opportunities for Filipinos in these countries, as well as promote the welfare of those already employed. As an inbound marketing strategy, the POEA hosted the visits of foreign delegations from the four provinces of Canada, namely: Alberta, Saskatchewan, Manitoba, and British Columbia, and Cyprus, United Arab Emirates, and Azerbaijan.

During the period in review, the POEA participated in the drafting of 10 bilateral labor agreements and arrangements for the following: (1) RP-UAE Memorandum of Understanding (MOU) in the Field of

Manpower which was signed in April 2007, (2) RP-Croatia Bilateral Labor Agreement proposed in February 2007; (3) RP-Qatar MOA on the additional protocol to labor agreements proposed in February 2007; (4) RP-Singapore MOU proposed in April 2007, (5) RP-British Columbia on Cooperation in Human Resources in June 2007, (6) RP-Alberta MOU on Labor and Human Resources Development proposed in June 2007, (7) RP-Taiwan MOU on the SHPT, abolition of affidavit on fees and salaries of OFWs, review of on-site fees and charges from workers, problems on working conditions of Filipino fishermen, among others, proposed on 27-29 June 2007; (8) RP-Malaysia on Migrant Workers on 21 August 2007; (9) RP- Azerbaijan MOU on labor cooperation proposed on 15-21 September 2007; (10) RP-Manitoba MOU proposed in October 2007.

The POEA provided technical inputs to the RP-Bahrain Memorandum of Agreement on Health Services Cooperation which was signed in June 2007. It also provided inputs to the technical discussions on the ratification of the Japan-Philippines Economic Partnership Agreement (JPEPA), sectoral consultations on the Philippine Compliance to ILO Maritime Labour Conventions, and

actively participated in the discussions on the ASEAN Declaration on Rights of Migrant Workers, and Movement of Natural Persons under the ANZ Free Trade Agreement.

The POEA actively participated in six international conferences on labor migration and development issues, namely:

1. Workshop on Trade and Labor Migration: Developing Good Practices to Facilitate Temporary Labor Mobility in Jongny, Switzerland, on 20-22 April 2007;

2. ILO/SMU Tripartite Symposium on Managing Labour Migration in Esat Asia in Singapore, on 16-18 May 2007;
3. Global Forum on Migration and Development in Brussels, Belgium, on 09- 12 July 2007;

4. 3rd Meeting of the Adhoc Working Group on Progressive Labour Practices To Enhance the Competitiveness of ASEAN in Yoghakarta, Indonesia, on 09-13 September 2007;

5. Migration: The Human Rights Perspective in Geneva, Switzerland, on 22-27 October; and

6. 2007 Special IT Program for APEC Member Economies, Incheon, South Korea, on 29 October-10 November 2007



market updates and advisories on the market signals and current labor market trends and developments in the United Arab Emirates, Jordan, Commonwealth of the Northern Marianas, Australia, Kingdom of Saudi Arabia, United Kingdom, China, South Korea, Japan, Bahrain, Italy, Canada, Ireland, Iceland, Hawaii, Spain, Belgium, Denmark, Australia, US, Israel, Guam and the Middle East.

The information provided by the market updates and advisories served as useful marketing tool to the private recruitment agencies and guide to the workers and the public, in general.

The POEA continued to hold meetings with foreign embassies to discuss employment and welfare issues and concerns of OFWs in their respective countries, like Australia, New Zealand, Canada, Spain, Japan, Taiwan, United Arab Emirates, Kingdom of Saudi Arabia, Libya and South Africa.

The POEA continued to hold liaisoning meetings with foreign embassies to discuss employment and welfare issues and concerns of OFWs in their respective countries, like Australia, New Zealand, Canada, Spain, Japan, Taiwan, United Arab Emirates, Kingdom of Saudi Arabia, Libya and South Africa.

The POEA conducted another “first” when it launched a Labor Market Development Policy Forum attended by representatives from government agencies and private recruitment agencies. Resource speakers from the Embassies of Canada, Australia, and New Zealand, spoke on employment opportunities and immigration procedures in their respective countries. Resource persons from the POEA shared the market signals in the Middle East, which is going through another economic boom.

The POEA actively participated, as head of the Technical Working Group on the Ratification of the ILO Maritime Labor Convention in 2006, by facilitating the conduct of series of tripartite Maritime Convention Workshops at Century Park Sheraton Hotel which analyzed and consolidated issues confronted by the various sectors of the maritime industry with the purpose of developing united position on how to meet the challenge of the global market for seafarers.

“The POEA continued to hold meetings with foreign embassies to discuss employment and welfare issues and concerns of OFWs in their respective countries . . .”



Worker's Placement and Assistance Services



“The agency mapped and profiled new hires deployed for the period 2005-2006 to 10 labor markets considered critical.”

Government Placement Services

The POEA, under its government-to-government hiring program served a total of 17 government clients.

The total number of workers assisted and placed for overseas employment under the government placement facility reached 8,625 or 21.6 per cent lower than the 11,346 workers placed in 2006. This number constituted 1.06 per cent of the total deployment figure for landbased workers of 809,740.

The drop in the number of workers placed under this facility was attributed to the low supply of qualified applicants, particularly nurses, to meet the demand of traditional clients in the Kingdom of Saudi Arabia, like the Ministry of Health, King Faisal Specialist Hospital and Research Center and King Khalid University Hospital.

The decline was also traced to the decrease in the number of qualified applicants for the Employment Permit System (EPS) of the Government of South Korea to fill up the labor quota given to Filipinos particularly in the minor sector like construction, agriculture and livestock.

A total of 5,224 workers were deployed under the EPS Program,

representing 60 per cent of the total number of workers hired through the government facility during the period.

More Worker-Applicants Registered and Profiled

A total of 43,238 landbased applicant-workers were registered during the period in review, 35,262 or 75 per cent of whom were applicants for the EPS Program. The figure registered an accomplishment of 173 per cent vis-à-vis the target of 25,000 registrants.

The POEA profiled 40,286 applications by region, skills, age and gender. This represented a 161 per cent performance over the target of 25,000.

The POEA facilitated and supervised 364 jobs fairs, including the three mega jobs fairs staged during the EDSA People Power Anniversary, Labor Day and Independence Day celebrations that registered 38,208 job seekers. Of the total registered, 1,678 were hired for overseas jobs.

The POEA likewise joined job fair caravans in Bontoc, Mountain Province, Masbate, and Albay, which have been identified as poverty stricken areas by the National Anti-Poverty Commission.

Mapping and Profiling of OFWs in 10 Critical Labor Markets Gained Headway

Under the OFW Global mapping and profiling program, the POEA mapped new hires and rehires among landbased workers disaggregated by country, gender, province and city and skills in Japan, Kuwait, Qatar, Hong Kong, and Taiwan which are among the top ten destination countries.

The agency mapped and profiled new hires deployed for the period 2005-2006 to the following 10 labor markets considered critical: Afghanistan, Algeria, Angola, Iran, Nigeria, Kazakhstan, Pakistan, Syria, Uganda and Yemen. The disaggregation was done by country, province/city, skills, and gender.



Korea-EPS applicants line up for Korean Language Test (KLT) registration

“The POEA facilitated and supervised 364 jobs fairs, including the three mega jobs fairs staged during the EDSA People Power Anniversary, Labor Day and Independence Day celebrations . . . ”

Industry Regulation and Management



“A total of 61 agencies were delisted from the POEA roster of licensed agencies for failure to comply with the condition of their provisional license or for reason of inactivity.”

Stringent Rules and Closer Monitoring Applied on Agencies

At year end, the total number of agencies in good standing stood at 1,363, comprising of 1,010 landbased recruitment agencies and 353 manning firms.

In view of the recent policy on the new market requirement and stringent rules applied on the evaluation of application for new license under the Agency's "hard to enter-easy to go" policy, fewer new licenses were issued during the year. The number decreased from 152 in 2006 to 85, registering a decline of 44 per cent.

Of the 479 applications for renewal of license, only 360 were approved by the POEA, representing an *approval rate of 75 per cent*. Among the 360 licenses renewed, 297 were landbased recruitment agencies and 63 were manning firms. The number accounted for a 51 per cent increase from 239 recorded in 2006.

The POEA monitored the compliance of 1,575 agencies compliance with the rules and regulations governing overseas employment, a 112.5 per cent accomplishment over the annual target of 1,400. Regular inspections

and spot inspections were conducted on 1,098 and 36 recruitment and manning firms, respectively.

The POEA closely monitored the compliance of recruitment and manning agencies with the capitalization and escrow and/or bond requirements. Such monitoring elicited high percentage of compliance from the agencies which led to the decline in the number of agencies who were suspended due to failure to replenish garnished escrow deposits. Only ten were suspended in 2007, compared to 15 in 2006 or a decrease of 33 per cent.

The number of agencies suspended due to failure to increase capitalization to Two Million Pesos dipped from 150 in 2006 to 15 or a decrease of 90 per cent. On the other hand, a high 97 per cent decline - from 448 to 13 - was recorded in the number of agencies suspended for failure to increase escrow deposits.

A total of 61 agencies were delisted from the POEA roster of licensed agencies for failure to comply with the condition of their provisional license or for reason of inactivity. The number represented an 11.6 per cent decline from 69 agencies delisted in 2006.

"... under the Agency's "hard to enter-easy to go" policy, fewer new licenses were issued during the year. The number decreased from 152 in 2006 to 85, registering a decline of 44 per cent."

Orientation seminar for applicants for new licenses.



Workers' Protection

...implications, pls. ... USD 71K ...
POEA
CLOSED
Tel. no. 722192
By order of the POEA for
Illegal Recruitment
Pursuant to Closure Order No. 03 Series of 2007
...pending and unauthorized removal hereof is punishable by law

PASSPORTING
₱1,800.00 (2 WEEKS)
REQUIREMENTS:
NBI
BIRTH CERT. (NSO)
PICTURE (PASSPORT SIZE; 4 PCS.)
VALID I.D.'s
PASS, TIN, DRIVERS LISENCE, COMP. I.D)

MIDTOWN TRAINING CENTER
Job Training / Job Information
RESTAURANTS
HOUSE LINES

TEL-AVIV HOTEL ASSOCIATION
Israel
MINISTRY OF TOURISM

AUTHENTIC

ON:
DFA

"The POEA's intensified campaign against illegal recruitment conducted in cooperation with the National Bureau of Investigation (NBI) and PNP-CIDG, gained major strides during the year due to the effective and sustained implementation of campaign measures to prevent illegal recruitment."

...ID I.D.'s
...CERT.

More Aggressive Stance In the Conduct of PEOS In the Countryside

The number of *pre-employment orientation seminars* (PEOS) conducted nationwide rose by 48 per cent during the year in review. From 367 sessions in 2006, the number went up to 543 sessions attended by 50,467 participants, accounting for 108.6 per cent of the target for 2007. Of the total PEOS conducted nationwide, 66 per cent or 358 were held in the regions following the strong partnership forged between the POEA and local government units (LGUs), including the public employment services offices, for the implementation of the program. The other 184 sessions were conducted in Metro Manila.

More Support for "IR Free" LGU Campaign Noted

As a manifestation of support to the "IR Free LGUs" program of the POEA, twenty LGUs forged Memoranda of Understanding with POEA, representing a 133.3 per cent accomplishment of the target of 15. Of the number, eight LGU's were located in Metro Manila, while 12 were in the regions/provinces.

In addition, one professional group, the Philippine Nurses Association, and one faith-based group, the World-wide Church of God, signed on separate occasions, a MOU with POEA. The forging of the agreements brought to 22 the existing MOUs for this program.

Intensified Anti-Illegal Recruitment Campaign Brought Positive Results

The POEA's intensified campaign against illegal recruitment conducted in cooperation with the National Bureau of Investigation (NBI) and PNP-CIDG, gained major strides during the year due to the effective and sustained implementation of campaign measures to prevent illegal recruitment.

The POEA conducted 11 anti-illegal recruitment (AIR) seminars nationwide, surpassing its annual target of eight (8). The seminars were attended by 701 participants, consisting of officials and representatives from local government units, law enforcement agencies such as Prosecution Offices, PNP, CIDG, NBI, non government organizations, religious sector, academe and media.

For the period, the POEA conducted AIR seminars to the following cities and provinces, namely: Zamboanga, Laguna, Bohol, Dumaguete, Bicol, (Legaspi), Iloilo, Bacolod, Pampanga, Nueva Ecija, Nueva Viscaya and Cagayan de Oro.

STATUS OF ILLEGAL RECRUITMENT CASES

	2006	2007
Cases Handled	1,504	1,624
Pending Cases at the beginning	992	1,154
Cases Received	512	470
Number of Complainants Involved	1,135	1,057
Cases Acted Upon/Disposed	350	339
Cases pending at the end	1,154	1,285
Disposition Rate	23.27	20.87
Persons Arrested	50	6
Establishments Closed	12	9

In 2007, the top five provinces and cities with highest incidence of illegal recruitment were: Quezon City, Cavite, Pampanga, Kalookan City, and City of Manila. Among the top five positions promised to unsuspecting applicants were: factory workers, hotel staff, caregivers, domestic helpers and housekeeping, and the top five country-destinations offered were: Korea, Spain, UAE, United Kingdom and United States.

The POEA assisted a total of 5,089 complainants in the filing of administrative complaints for pre-employment and recruitment violations against licensed agencies. It also assisted 294 complainants for disciplinary action against workers and 319 complainants for disciplinary action against employers.

The POEA facilitated the arrest of 26 suspected illegal recruiters, or 52 per

cent of the target of 50; caused the closure of nine illegal recruitment establishments confirmed to be engaged in illegal recruitment, assisted 1,057 illegal recruitment victims or 75.5 per cent of the annual target of 1,400; and facilitated the filing of 301 cases for preliminary investigation, or 100.3 per cent accomplishment vis-à-vis the target of 300.

Of the 301 cases (involving 805 victims) endorsed by POEA to the different City and Provincial Prosecution Offices for the conduct of preliminary investigation, 20 were simple illegal recruitment cases only, 166 were simple illegal recruitment and estafa, 35 were large scale IR and estafa, 41 were syndicated IR and estafa, 34 were large scale/syndicated IR and estafa.

"The POEA's intensified campaign against illegal recruitment gained major strides during the year due to the effective and sustained implementation of campaign measures to prevent illegal recruitment."



Adjudication Services

“The POEA managed to resolve within six (6) months process cycle time (PCT) 84.5 percent of the total cases filed in 2006, and 95.7 percent despite manpower constraints.”

95.7 per cent Disposition Rate

The POEA handled a total of 6,017 recruitment and disciplinary action cases — consisting of 3,642 cases received and 2,375 cases that were pending at start of the year. Of this number, the POEA actually resolved 3,087 cases broken down as follows: 1,798 recruitment violation cases, 902 disciplinary actions against workers, and 87 disciplinary actions against employers. This performance accounted for 91 percent of the annual target of 3,400.

The POEA managed to resolve within six (6) months process cycle time (PCT) 84.5 percent of the total cases filed in 2006, and 95.7 percent despite manpower constraints.

Recruitment Violation Cases Declined

The number of cases docketed in 2007 declined by 4.4 percent, drawing the number from 3,811 in 2006 to 3,316 in 2007. This may be attributed to the 12.5 per cent slide in the number of recruitment violation cases recorded during the period.

Cases of disciplinary actions against foreign employers/principals and workers rose by 8.5 percent and 9.9 per cent, respectively.

A total of 969 orders of reprimand, suspension, fine, cancellation of license and preventive suspension against erring agencies were issued and enforced. This was 8.8 percent higher than the 890 orders enforced in 2006.

The POEA sheriffs enforced a total of 439 writs of execution. Of this number, about 20.7 per cent or 112 were returned fully satisfied, 7.9 per cent or 35 were partially satisfied and 72.8 per cent or 394 were returned unsatisfied. Exhausted and un-replenished surety and cash bonds and escrow deposits of erring agencies primarily accounted for the return of writs unsatisfied.

More OFWs Benefited from Compulsory Arbitration

A total of P7,023,200.90 in monetary awards were satisfied through the enforcement of orders that benefited 448 OFW complainants compared to the 376 in 2006, or an increase of 19 per cent in worker-beneficiaries.

Strengthened Voluntary Conciliation Unlogged the Docket System

The effective voluntary conciliation efforts of the POEA helped unlog the docket system as more workers benefited from the system. During the period, the POEA resolved 2,905

cases out of the total 3,047 conciliation cases or a disposition rate of 95.3 per cent.

The amount settled through this mode of settlement reached P51.934 million, US\$46,327.00 and HK\$3,800.00 or an estimated total of P54.095 million benefiting 2,035 workers, majority of whom were males.

Requests for Repatriation Acted with Dispatch

The POEA acted with dispatch on request for repatriation of OFWs numbering to 3,032 in 2007 from 2,155 in 2006. This represented a 252.6 per cent accomplishment over the normal target of 1,200.

The compliance rate of licensed agencies on repatriation cases stood at 92.4 per cent. With POEA's intervention, the government did not have to pay/shoulder P64.9 million for the repatriation expenses of distressed and physically ill OFWs.

Status of Adjudication Cases 2006 - 2007

	2006	2007
Cases Handled	6,215	5,236
Pending Cases at the beginning	2,358	1,594
Cases Received	3,857	3,642
Cases Disposed	4,621	3,087
Cases pending at the end	1,594	2,149

“The effective voluntary conciliation efforts of the POEA helped unlog the docket system as more workers benefited from the system.”



Internal Management and Support Services

WORKSHOP ON VALUES REORIENTATION

29-31 August 2007

*Day 1 – Corporate Culture: Filipino Values in
the Workplace*



“ . . . developing an efficient and productive workforce, the POEA facilitated and/or conducted 18 in-house training programs and seminars that saw its 508 employees, attending more than one training programs/ seminars.”

Twenty-five Years of Dedicated Service Celebrated

The POEA celebrated its 25th anniversary as the government institution mandated to manage the overseas employment program of the country. A photo exhibit showcasing the 25 POEA milestones was mounted to kick off the year-long celebration. The Patricia A. Sto. Tomas Hall was blessed and inaugurated, preceding the program that honored the over a hundred POEA pioneers. A social affair dubbed as “A Night to Remember” was held at the Crowne Plaza Hotel to pay tribute to the dedication and hard work of the 500-strong men behind the POEA. It was at the same occasion where the International Organization for Migration presented the award to the POEA for its excellent management of the Philippine international migration program.

Still as part of its silver anniversary celebration, the POEA undertook a make-over of the Blas F. Ople Bldg, considered a landmark in Mandaluyong City. The repainting of the façade gave the building a new and imposing look.

Fire Suppression System Installed

The year 2007 saw the completion of Phase I of the Automatic Fire

Suppression/Water Sprinkler system. With the installation of the system after many years of waiting, the POEA employees and customers felt protected from any fire incident in the building.

POEA Personnel Enjoyed Enhanced Training

With its continuing efforts of developing an efficient and productive workforce, the POEA facilitated and/or conducted 18 *in-house training* programs and seminars that saw its 508 employees, attending more than one training programs/seminars during the period. The training seminars focused on *values development, fraud and counterfeit detection, interview technique*, among others.

Socio-Cultural Programs Invigorated

The POEA invigorated its socio-cultural programs and activities during the year and participated in many DOLE-wide competitions and contests. It organized the POEA Chorale which bagged the third prize during the DOLE Chorale Competition in December. It participated actively in the DOLE Sports, competing in almost all the sports events, emerging as *Over-all First Runner-Up Winner*. It also vied in the DOLE Cheer-Dance competition and DOLE Mardi Gras and Caracol Competition held during

the Dole 74th Anniversary Celebration.

POEA QMS Sustained

The POEA Quality Management System (QMS) was certified once again under ISO 9001:2000 by its certifying body, Certification International Philippines, after two surveillance audits during the year which the agency passed with very satisfactory ratings. The process owners continued to observe shorter and faster process cycle time in their respective transactions with the customers. The sustained QMS reflected the enhanced development of core competencies of the process owners, particularly the new enrollees from the Adjudication Office (AO), and Licensing and Regulation Office (LRO).

“The POEA managed to revisit and revise the POEA Mission, Vision and Quality Policy Objectives to make them attuned to the current program thrusts and directions in the management of the overseas employment program . . .”



The POEA managed to develop functional objectives for all ISO process owners, and reviewed and revised the POEA CSM and survey instruments.

OFW Records Released on Time

As in the past, 2007 saw the timely release of 58,662 records of OFWs to the workers themselves or to their families, or a daily average of 226 clients. The number was up by 38 per cent from the 42,652 recorded in 2006. The electronic retrieval of records caused the faster release of verified records to more clients during the year in review.

The POEA completed the bookbinding of POEA Official Issuances and Directives on Overseas Employment for the period 2004-2007, and the updating of electronically archived Official Issuances on Overseas Employment also for the same period.

Planning and Corporate Information Services

During the year, the POEA conducted its regular Year-End and Mid-Year Performance Assessment and 2007 Corporate Planning Exercises. It also conducted a Strategic Planning session aimed to revisit and revise the POEA Mission, Vision and Corporate Quality Policy Objectives to make them attune to the current program and thrusts and directions

in the management of overseas employment program.

The POEA submitted regular and timely reports on Presidential Directives, Strategic Programs, DOLE Performance Commitments, POEA Log Frame, Revised Major Final Outputs, 2005-2010 *Updated Medium Term Philippine Development Plan*, Gender and Development Plan, and other Inter-Agency Requirement, among others, to the Office of the President, Office of the DOLE Secretary, House of Representatives, House of Senate, and other concerned government agencies.

The Administration released timely statistical reports on number of OFW contracts processed and number of OFW deployed daily. It published quarterly report on deployment of OFWs by country destinations, skills, and gender, which came in handy in monitoring workers when crisis situations occurred. The data were also used by practitioners from the private recruitment and manning industries as guide in their marketing drive.

The POEA published the 2006 Statistical Compendium that contained statistical data on overseas employment for a ten-year period. The Compendium, which has been posted in the POEA website, has been a rich source of material for industry practitioners, academicians, students and researchers.

Strengthened POEA e-Services

There was a notable development in the *POEA e-Services* during the year in review. The participation of landbased and seabased agencies in the *Contracts e-Submission System* saw a marked increase in number. About 96 per cent of contracts of landbased workers were processed through the electronic submission system, and 50 per cent of seafarers' contracts were processed using this electronic system. In 2006, about 80 percent of contracts of landbased workers were processed using the e-Submit, while 30 percent of seafarer's contracts were processed using the same facility.

The implementation of the *e-Verification System* went in full swing in four Philippine Overseas Labor Offices, namely: Riyadh, Korea, Singapore and Spain. On-line Contract Processing of documents of *Balik-Manggagawa* was installed in the POEA Regional Centers in Cebu and La Union.

The year saw the development of the *e-Payment system* which was pre-tested before the end of the year. When implemented, the 24/7 system will make the processing of contracts of workers faster. It will also complement the direction towards paperless transaction and will make the POEA as an agency with completed e-Commerce facility.



Provided Easy and Fast Access on Information

The POEA continued providing easy and fast access for OFWs and their families on updated and detailed information on overseas employment opportunities. In 2007, there were 2,692,828 visitors who logged into the POEA Web site, or a daily average of 7,240 hits. Some 1,462,736 clients were assisted through SMS and telephone.

In partnership with Globe Telecoms, the POEA installed a 5' x 8' electronic billboard in black matte finish strategically posted on the three-meter high concrete fence of POEA, facing EDSA. The e-billboard provides 24/7 travel advisories and information on modus operandi of illegal recruiters, updates on jobs orders, and other vital information on overseas employment program.

POEA officials, led by Administrator Rosalinda Dimapilis-Baldoz appeared in the country's biggest and popular TV stations (ABS-CBN Channel 2, GMA 7) as well as in government and cable TV stations' (Channel 4, UNTV, ZOE TV, RPN 9) to explain opportunities and challenges of overseas employment. They were also interviewed in various radio stations (DZEZ-TV25, DZBB-GMA7, DZME, Radio Veritas) to inform and

disseminate current information to the publics.

POEA Remained a Top Revenue Earner for the Government

Operating on a budget of P242.7 million in 2007, the POEA generated an income of P408.44 million, exceeding the target of P360.3 million. The significant leap in income was realized through an efficient collection system and prudent fiscal management.

Participation in Legislative Initiatives

Aside from the annual attendance of congressional budget hearings, 2007 also marked POEA's active participation in legislative hearings and meetings on overseas employment. These included attendances at the:

Issue on HR No. 1498 or Directing the Committee on overseas affairs to conduct an investigation in aid of legislation on the controversy regarding the guidelines adopted by the POEA imposing additional pre-qualification requirement for foreign deployment of household service workers.

The POEA took part in the two committee hearings/consultations headed by Congressman Edcel Lagman on February 6 and February

"The POEA continued providing easy and fast access for OFWs and their families on updated and detailed information on overseas employment opportunities."

15, 2007 at the Ramon at the Ramon Mitra Building, House of Representatives, Quezon City

DOLE Briefing on Overseas Employment

The POEA participated in providing update on overseas employment during the Executive meeting of the Committee on Labor and Employment headed by Representative Magtanggol Guinigundo on August 29, 2007 at the Mitra Building, House of Representatives, Quezon City.



POEA Presence in the Regions Strengthened

In consonance with the government's efforts to bring its services closer to the people, the POEA strengthened further its presence in the regions through its three Regional Centers in La Union, Cebu and Davao. Its services were also delivered to the grassroots through the regional extension units (REUs) in the Cordillera Administrative Region, Tacloban Leyte, Bacolod, Iloilo, Cagayan de Oro and Zamboanga, and its satellite offices in Pampanga, Calamba, Laguna, and Legaspi, Bicol.

The Regional Offices accomplished the following in 2007:

Regions Accounted for 3.2 per cent of Total Deployment

The Regional Offices processed a total of 144,389 OFW documents, which was up by 14.8 per cent from 117,877 in 2006. This constituted 14.8 per cent of the total processed OFW contracts for 2007. Of this number, landbased workers accounted for 98.6 per cent or 132,579 of the total, while the remaining 1.4 per cent or 1,810 were seafarers.

A total of 34,719 workers were deployed through the airports of the various regions, which was 19.5 per cent more than the 29,036 they had deployed in 2006. The 2007 figures accounted for 3.2 per cent of the total deployment of the POEA.



Collected Fees Accounted for 5 per cent of Total Collection

The POEA in the regions had a total collection of P47.9 million in processing fees and service charges. This was up by 38.7 per cent from the PhP34.5 million recorded in 2006. The amount collected constituted 1.2 per cent of the total collection of POEA for the year.

Regions Led the Campaign against Illegal Recruitment

The Regional Centers made a major stride in the Anti-Illegal Recruitment (AIR) campaign in 2007. In line with the preventive approach of the program, the regions, in cooperation with the local government units, civil society and media, conducted a total of 518 seminars on AIR programs attended by 43,014 participants.

The Regions conducted a total of 342 Pre-Employment Orientation Seminars (PEOS) attended by 50,728 participants, majority of whom were females. The current figure accounted for 63 per cent of the total PEOS conducted by POEA.

Using the remedial approach, the Regions provided legal assistance to 68 cases (down from 110 cases in 2006), involving 623 victims of illegal recruitments and related cases. They also assisted a total of 681 complainants against licensed agencies.

"The Regional Centers made a major stride in the Anti-Illegal Recruitment (AIR) campaign in 2007."



Major Program Thrusts for 2008

1. Facilitation of the deployment of OFWs, in

partnership with the private sector and other stakeholders, in countries which guarantee protection, through the following strategies:

1.1 Participate in high-level/technical marketing missions composed of a composite team from DOLE, POEA, OWWA, TESDA for the increased employment of Filipino skilled workers and professionals in the global market;

1.2 Intensify market intelligence work in collaboration with the Philippine Overseas Labor Offices (POLOs), Philippine embassies, foreign embassies and the private sector in locating high value employment opportunities and at the same time identify new/emerging markets;

1.3 Participate in forging bilateral agreements with host governments that can offer new and decent jobs to OFWs;

1.4 Encourage the visit of foreign governments and private employers' delegations to the Philippines;

1.5 Further strengthen linkages with the education, training and medical fitness sectors in order to generate the right quality and quantity of workers needed by the overseas labor markets; and

1.6 Enhance coordination with host governments to plug the irregular migration route and prevent circumvention of our deployment requirements;

2. Full implementation of the e-Services delivery infrastructures

by harnessing all technological means that can capture the right market signals and timely information crucial in looking after the welfare and protection of OFWs, as well as providing major stakeholders information access to the overseas employment procedures and processes.

3. Global OFW mapping and profiling to fast track information on the whereabouts of OFWs worldwide, including their gender and skills.

4. Further intensification of the Anti-Illegal Recruitment campaign nationwide through a two-pronged approach: (a) preventive, via the Pre-Employment Orientation and integrated public education programs, and (b) remedial, where networking and linkages with law enforcement authorities, as well as the local government units (LGUs) and Public Employment Services Offices (PESOs) and the schools and academe will be strengthened.

5. Enhancement of professionalism of the licensed private recruitment agencies and manning companies through the implementation of Continuing Agency Education and Agency Performance Evaluation System to increase productivity and improve performance of the private sector's capability in making available decent jobs to OFWs.

6. Vigorous implementation of a Comprehensive Case Management Program through the institution of other modes of dispute settlement, particularly the voluntary arbitration/conciliation mode and the

provision of on-site remedies to OFWs to file complaints for violations of POEA rules against principal, employer, and/or Philippine recruitment agency.

7. Implementation of comprehensive Communication Plan aimed at (a) guiding worker-applicants find overseas jobs; (b) making the right decision on working abroad; (c) avoiding illegal recruitment; (d) increasing awareness on POEA's programs and services; and (e) removing negative perception about POEA.

8. Effective implementation of Maritime Industry Action Plan with the end view of meeting the challenge of ensuring a sufficient and steady supply of qualified Filipino seafarers for the global seafaring market. The POEA has committed to undertake the following plan of action: (a) policy reforms to promote officer career development programs through its licensing system for manning agencies; (b) review of the 2003 POEA Rules and Regulations on the Recruitment and Deployment of Filipino Seafarers; (c) Tripartite review of the Standard Employment Contract for Filipino Seafarers; (d) Implementation of the Seafarer's Identity Document; (e) requirement for Seafarers Registration Certificate; (f) Increase of Cadetship Slots on foreign and Philippine flag vessels for 2008-2009; and (g) promotion of arbitration mechanism for dispute settlement, among others.

9. Implementation of Management and Staff Development and Performance Management and Rewards Programs for the POEA management and employees to enhance high productivity and quality performance. @

The POEA Governing Board

A Working Governing Board

The Governing Board, which is composed of representatives from the government, women, workers, sector and industry sectors, convened and met almost every month in regular and special sessions to tackle and discuss current and urgent issues and concerns affecting overseas Filipino workers. The performance of the Board was considered a record-breaking feat in the history of the POEA.

The Governing Board approved and issued an unprecedented nine Board Resolutions in 2007. The resolutions passed dwelt on:

- 1) the adoption of the policy reforms for Household Service Workers (HSWs)
- 2) the downward adjustment of the minimum age for HSWs which was adopted after a lengthy deliberation on the subject
- 3) incentive program for victims of illegal recruitment
- 4) on-site written interrogatories
- 5) recruitment and hiring through the internet
- 6) new guidelines on direct hiring
- 7) delegation of authority to the Secretary on the issuance of license
- 8) deployment ban to Nigeria, Lebanon, Iraq and Afghanistan
- 9) authorization granted to the POEA Administrator to grant CNA incentives to qualified employees.



ARTURO D. BRION
Secretary of Labor and Employment



ROSALINDA DIMAPILIS-BALDOZ
POEA Administrator



CAPTAIN GREGORIO S. OCA
Sea-based Sector Representative



GUILLERMINA T. GABOR
Women Sector Representative



LEONARDO B. DE OCAMPO
Land-based Sector Representative



ISIDRO Q. ALIGADA
Private Sector Representative



The POEA Directorate



ROSALINDA DIMAPILIS-BALDOZ
Administrator



CARMELITA S. DIMZON
Deputy Administrator
Management Services



HANS LEO J. CACDAC
Deputy Administrator
Licensing and Adjudication



VIVECA C. CATALIG
Deputy Administrator
Employment and Welfare



ALEJANDRO A. PADAEN
Director IV
Adjudication Office



STELA Z. BANAWIS
Director IV
Pre-Employment Services Office



MELCHOR B. DIZON
Director IV
Licensing and Regulation Office

POEA Resources

Generated Higher Income Than Budget Earmarked

Owing to efficient fiscal management, the POEA generated an income of PhP408.4 million, exceeding by 13.1 per cent the actual income of PhP361.1 million collected in 2006. The income realized during the period was 113 per cent higher than the annual target of PhP360.3 million set by the Department of Budget and Management (DBM). It was 67.6 per cent over or almost doubled the 2007 budget allotted by the DBM.

Of the total income generated, about 41.5 per cent or PhP169.7 million came from processing fees of *name hires*. The amount represented a 33 per cent increase from last year's PhP128 million. The collection in processing fees from *name hires* was followed by the collected fees from *landbased* workers in the amount of PhP61.6 million and PhP51.5 million from *seafarers*.

Budget Utilization

As of end-December 2007, about P242.7 million was released per GAA or 14.3 per cent higher than the budget release of P212.2 million in

2006. Of the total amount, about P234.8 million was utilized by the Administration in 2007 or a budget utilization rate of 97.6 per cent.

Per Capita Cost per Deployed Worker

With a total budget utilization of P234.8 million and a total deployment of 1,077,623 OFWs, the per capital cost per deployed workers was estimated at P217.92. But considering that the POEA continued to service the estimated stock of more than three million temporary workers, the cost per capita per contract worker was computed at only P61.75.

MONTHLY REPORT OF INCOME COLLECTED

For the Period Ending December 31, 2007

ACCOUNT TITLE/ DESCRIPTION OF INCOME	ACTUAL INCOME COLLECTED AS OF DEC. 31, 2007	ACTUAL INCOME COLLECTED AS OF DEC. 31, 2006	INCREASE/ DECREASE	PER CENT INCREASE/ DECREASE
Processing Fees				
Seabased	51,552,100.00	43,819,800.00	7,732,300.00	18 %
Landbased	61,634,200.00	67,203,600.00	(5,569,400.00)	-8 %
BMAD	-	-	-	-
CO & REU	36,364,600.00	35,109,400.00	1,255,200.00	4 %
POLOs	33,358,178.21	23,758,907.97	9,599,270.24	40 %
GPB Hired/ Direct Hire	24,633,147.00	28,370,923.50	(3,737,775.69)	-13%
Name Hire	169,669,462.00	128,022,466.70	41,646,995.30	33%
SRC	3,800,300.00	3,380,650.00	419,750.00	12%
Filing Fee	1,230,000.00	1,670,000.00	(440,000.00)	-26%
License	22,700,000.00	18,520,000.00	4,180,000.00	23%
Fines	2,908,093.00	10,459,997.63	(7,551,904.50)	-72%
Others	592,139.42	782,708.76	(190,569.34)	-24%
TOTAL	408,442,320.57	361,098,454.56	47,343,866.01	13.11 %

MONTHLY REPORT OF INCOME COLLECTED

For the Period Ending December 31, 2007

ACCOUNT TITLE/ DESCRIPTION OF INCOME	ACTUAL INCOME COLLECTED AS OF DEC. 31, 2007	TARGETED INCOME COLLECTED AS OF DEC. 31, 2007	INCREASE/ (DECREASE)	% INCREASE/ (DECREASE)
Processing Fees				
Seabased	51,552,100.00	44,810,500.00	6,741,600.00	15%
Landbased	61,634,200.00	68,764,400.00	(7,130,200.00)	-10%
BMAD	-	-	-	-
CO & REU	36,364,600.00	41,119,300.00	(4,754,700.00)	-12%
POLOs	33,358,178.21	26,727,480.00	6,630,698.00	25%
GPB Hired/ Direct Hire	24,633,147.00	27,492,225.00	(2,859,077.19)	-10%
Name Hire	169,669,462.00	125,290,050	44,379,412.00	35%
SRC	3,800,300.00	3,180,000.00	620,400.00	20%
Filing Fee	1,230,000.00	1,000,000.00	230,000.00	23%
License	22,700,000.00	13,500,000.00	9,200,000.00	68%
Fines	2,908,093.00	7,619,000.00	(4,710,906.87)	-62%
Others	592,139.42	778,100.00	(185,960.58)	-24%
TOTAL	408,442,320.57	360,281,055.00	48,161,265.57	13%
DBM TARGETED INCOME FOR CY 2007		<u>360,281,055.00</u>		
% REALIZED OVER ANNUAL TARGET		113%		

Statement of Allotment and Obligations, CY 2007

Allotment Object/Class Expenditures	Allocation	Obligations Incurred	Unobligated Balance of Allotment
GASS	71,114,000.00	65,146,957.90	5,967,042.10
PSO	43,962,000.00	43,486,749.73	475,250.27
WEO	40,322,000.00	40,269,387.28	52,612.72
LRO	38,890,000.00	38,521,314.66	368,685.34
AO	29,116,000.00	28,382,078.11	733,921.89
REU	17,544,000.00	17,533,674.55	10,325.45
Subtotal	240,948,000.00	233,340,162.23	7,607,837.77
Locally Funded Project	1,720,000.00	1,500,000.00	220,000.00
TOTAL	242,668,000.00	234,840,162.23	7,827,837.77

Comparative Budget, CY 2006-2007


Office	Approved Budget per GAA		Allotment Release per GAA		Supplemental Release	
	2006	2007	2006	2007	2006	2007
GASS	53,196,000	72,114,000	53,196,000	71,114,000	10,584,859	10,225,865
PSO	41,546,000	43,962,000	41,143,000	43,962,000		
WEO	38,579,000	40,322,000	38,457,000	40,322,000		
LRO	36,421,000	38,890,000	36,421,000	38,890,000		
AO	28,924,000	29,116,000	27,725,000	29,116,000		
REU	15,300,000	17,544,000	15,300,000	17,544,000		
Subtotal	213,966,000	241,948,000	212,242,000	240,948,000	10,584,859	10,225,865
Locally Funded Project		1,720,000		1,720,000		
TOTAL	213,966,000	243,668,000	212,242,000	242,668,000	10,584,859	10,225,865


Financial Statement

STATEMENT OF MANAGEMENT'S RESPONSIBILITY FOR FINANCIAL STATEMENTS

The management of Philippine Overseas Employment Administration is responsible for all information and representations contained in the accompanying Balance Sheet as of December 31, 2007 and the related Statement of Income and Expenses and Cash Flow for the year then ended. The financial statements have been prepared in conformity with generally accepted state accounting principles and reflect amounts that are based on the best estimates and informed judgment of management with an appropriate consideration to materiality.

In this regard, management maintains a system of accounting and reporting which provides for the necessary internal controls to ensure that transactions are properly authorized and recorded, assets are safeguarded against unauthorized use or disposition and liabilities are recognized.


CANDIDA B. VISTRO
Director II, Finance Branch


ROSALINDA DIMAPILIS BALDOZ
Administrator

**PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
 DETAILED STATEMENT OF INCOME AND EXPENSES
 FOR THE FISCAL YEAR ENDED DECEMBER 31, 2007**

Income		
Subsidy Income from National Government	P 252,697,949.25	P 252,016,414.87
Less: Reversion of Unused Notice of Cash Allocation	(681,534.38)	
Less Expenses:		
Salaries and Wages - Regular	84,946,887.09	
Salaries and Wages - Casual	5,210,741.95	
Personnel Economic Relief Allowance	2,650,077.96	
Additional Compensation	5,496,039.28	
Representation Allowance	2,811,836.37	
Transportation Allowance	2,376,616.37	
Clothing/Uniform Allowance	2,371,716.28	
Productivity Incentive Allowance	92,000.00	
Honoraria	180,000.00	
Longevity Pay	394,567.86	
Overtime and Night Pay	632,277.62	
Cash Gift	2,027,500.00	
Year End Bonus	7,480,837.50	
Life and Retirement Insurance Contributions	10,791,123.18	
PAG-IBIG Contributions	491,812.50	
PHILHEALTH Contributions	990,650.00	
ECC Contributions	475,848.34	
Terminal Leave Benefits	1,440,422.17	
Other Personnel Benefits	1,785,794.09	
Traveling Expenses - Local	3,959,980.48	
Traveling Expenses - Foreign	1,226,119.63	
Training Expenses	772,379.43	
Office Supplies Expenses	4,629,573.47	
Accountable Forms Expenses	7,880,618.30	
Drugs and Medicines Expenses	17,977.00	
Gasoline, Oil and Lubricants Expenses	1,331,874.26	
Textbooks and Instructional Materials	11,400.00	
Other Supplies Expenses	3,766,207.49	
Water Expenses	810,481.77	
Electricity Expenses	16,167,987.32	
Postage and Deliveries	2,131,158.16	
Telephone Expenses - Landline	5,481,615.43	
Telephone Expenses - Mobile	963,239.95	
Internet Expenses	540,584.69	
Cable, Satellite, Telegraph, & Radio Exp.	104,768.73	
Advertising Expenses	136,917.60	
Printing and Binding Expenses	752,429.64	
Rent Expenses	4,215,460.20	
Representation Expenses	6,593,548.07	
Transportation and Delivery Expenses	2,186,062.90	
Storage Expenses	81,639.20	
Subscriptions Expenses	342,237.50	
Legal Services	247,610.00	
Auditing Services	175,677.79	
Consultancy Services	22,989.00	
General Services	12,344,822.62	
Janitorial Services	5,308,523.63	
Security Services	7,802,850.98	
Other Professional Services	2,006,423.60	
Repairs and Maintenance - Office Buildings	1,161,376.98	
Repairs and Maintenance - Office Equipmt.	629,225.50	
Repairs & Maintenance -Furniture & Fixture	5,200.00	
Repairs & Maintenance -IT Equipment	1,635,296.00	
Repairs & Maintenance - Other Machineries	500.00	
Repairs & Maintenance - Motor Vehicles	317,723.25	
Repairs & Maintenance -Artesian Wells, Reservoirs, Pumping Station & conduits	66,070.00	
Confidential expenses	1,000.00	
Extraordinary Expenses	691,364.94	
Miscellaneous Expenses	8,716,713.27	
Taxes, Duties and Licenses	2,299.06	
Fidelity Bond Premiums	70,800.00	
Insurance Expenses	822,694.96	
Depreciation - Office Buildings	2,848,265.17	
Depreciation - Office Equipment	157,508.38	
Depreciation - Furniture & Fixture	66,207.16	
Depreciation - IT Equipment	2,199,505.59	
Depreciation - Library Books	921.60	
Depreciation - Communication Equipment	239.85	
Depreciation - Firefighting Equipment & Accessories	207,448.43	
Depreciation - Motor Vehicles	264,905.17	
Depreciation - Other Property, Plant & Equipment	7,563.87	
Other Maintenance & Operating Expenses	1,900.00	
Bank Charges	38,350.50	
Sub-total	P 244,572,987.08	P 252,016,414.87
Excess of Income Over Expenses		P 7,443,427.79

PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
 DETAILED BALANCE SHEET
 AS OF DECEMBER 31, 2007

ASSETS			
Current Assets			
Cash (Note 3)			
Cash - Collecting Officers	P 3,484,437.87		
Payroll Fund	50,084.06		
Petty Cash Fund	-		
Cash, National Treasury, MDS	-		
Cash in Bank, Local Currency, Current Account	<u>16,455,747.17</u>	19,990,269.10	
Receivables (Note 4)			
Due From National Treasury	269,556,780.98		
Due From NGAs	2,817,098.42		
Due From Regional Offices	1,137,014.47		
Advances to Officers and Employees	1,881,674.54		
Other Receivables	<u>10,541.03</u>	275,403,109.44	
Inventories (Note 5)			
Office Supplies Inventory	6,454,158.51		
Accountable Forms Inventory	1,086,848.16		
Spare Parts Inventory	1,545.00		
Other Supplies Inventory	<u>86,953.60</u>	7,629,505.27	
Prepaid Expenses			
Prepaid Rent	179,108.60		
Prepaid Insurance	331,660.00		
Advances to Contractors	324,266.88		
Other Prepaid Expenses	94,432.88		
Guaranty Deposit	<u>120,655.30</u>	<u>1,050,123.66</u>	304,073,007.47
Property, Plant and Equipment (Note 6)			
Land			
Buildings	99,689,280.87	8,000,000.00	
Less: Accumulated Depreciation	<u>41,934,636.00</u>	57,754,644.87	
Office Equipment	10,966,416.41		
Less: Accumulated Depreciation	<u>6,653,771.43</u>	4,312,644.98	
Furniture and Fixtures	12,543,504.60		
Less: Accumulated Depreciation	<u>10,040,341.85</u>	2,503,162.75	
IT Equipment and Software	131,769,153.01		
Less: Accumulated Depreciation	<u>79,327,363.10</u>	52,441,789.91	
Library Books	162,595.00		
Less: Accumulated Depreciation	<u>13,524.26</u>	149,070.74	
Communication Equipment	27,595.00		
Less: Accumulated Depreciation	<u>239.85</u>	27,355.15	
Firefighting Equipment & Accessories	5,119,162.71		
Less: Accumulated Depreciation	<u>207,448.43</u>	4,911,714.28	
Sports Equipment	3,894.00	3,894.00	
Other Machineries & Equipment	57,470.00		
Less: Accumulated Depreciation	<u>8,097.30</u>	49,372.70	
Motor Vehicles	11,077,589.80		
Less: Accumulated Depreciation	<u>3,615,896.72</u>	7,461,693.08	
Other Property, Plant and Equipment	6,285,778.06		
Less: Accumulated Depreciation	<u>5,584,452.90</u>	701,325.16	
Items in Transit		2,306,939.74	
Other Assets		<u>11,000.00</u>	140,634,607.36
TOTAL ASSETS			<u>P444,707,614.83</u>
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities (Note 7)			
Accounts Payable		P 26,096,166.46	
Due to BIR		7,861,288.79	
Due to GSIS		(472,673.58)	
Due to PAG-IBIG		(13,232.73)	
Due to PHILHEALTH		61,544.10	
Due to NGAs		833,574.40	
Due to GOCCs		4,201,393.97	
Due to Central Office		(31,155.00)	
Performance/Bidders/Bail bonds		63,189.32	
Other Payables		119,667,035.98	
Other Deferred Credits		<u>6,279,088.88</u>	
Total Liabilities			164,546,220.59
Equity			
Government Equity			280,161,394.24
TOTAL LIABILITIES AND EQUITY			<u>P444,707,614.83</u>

DEPARTMENT OF LABOR AND EMPLOYMENT
 PHILIPPINE OVERSEAS EMPLOYMENT ADMINISTRATION
 STATEMENT OF CASH FLOWS
 FISCAL YEAR ENDED DECEMBER 31, 2007

Cash Flow from Operating Activities:

Cash Inflows:

Receipt of Notice of Cash Allocation (NCA) (GF)	240,714,937.00	
Receipt of Notice of Cash Allocation (NCA) (TF)	18,134,551.00	
POLO remittances of collection	39,303,365.51	
Receipt of Refunds of cash advances and overpayment of expenses	2,200,344.88	
Receipt of inter-agency cash transfers		
Cash receipt of grants and donations	765,190.00	
Trust Collections	31,901,175.45	
Receipt of Cash dividends / Interest Earned	<u>109,623.09</u>	
Total Cash Inflows		P333,129,186.93

Cash Outflows:

Cash payment of operating expenses	132,362,270.97	
Cash payment of payables incurred in operations	13,328,764.02	
Payment of Terminal leave benefits	1,440,422.17	
Remittance of Taxes withheld	44,292.71	
Granting of cash advances / petty cash fund	32,142,420.19	
Remittance of GSIS/PAG-IBIG/PHILHEALTH	32,806,017.02	
Trust Disbursements	67,966,078.77	
Purchase of Furniture, Fixture & Equipment / IT Equipment & Software	3,695,038.77	
Purchase of motor vehicles	862,168.04	
Deposit of Trust Collection to BTr & remittance to other concerned government agency	33,624,232.65	
Reversion of Unused NCA	<u>681,534.38</u>	
Total Cash Outflows		<u>P318,953,239.69</u>

Cash Provided by Operating Activities 14,175,947.24

Add: Cash Balance, Beginning January 1, 2007 5,814,321.86

Cash Balance, Ending December 31, 2007 **P 19,990,269.10**

The POEA Celebrates 25th Year



Unveiling of marker and blessing of PST Hall

Opening of photo exhibit





POEA gets plaque of recognition from the International Organization for Migration (IOM)



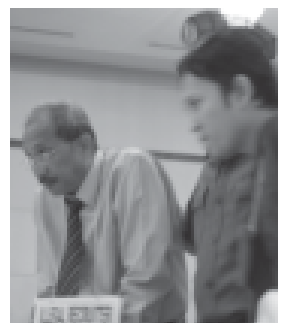
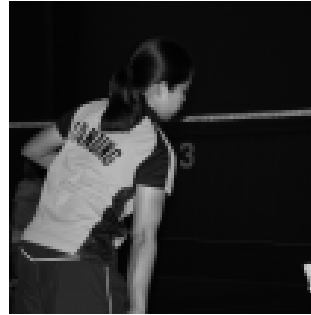
POEA staff and officials receive loyalty awards



25 years of dedicated service is one big reason to celebrate



POEA's Got Talent





Republic of the Philippines
Department of Labor and Employment
Blas F. Ople Building, Ortigas Avenue corner EDSA
Mandaluyong City, Philippines
info@poea.gov.ph
www.poea.gov.ph



The POEA building during the 1980s